

# What is legacy software? asks Nick Whiteley, CEO of HFX workforce management systems

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We've all heard the term legacy software, but who knows what it really means? Asks Nick Whiteley, CEO of HFX, workforce management systems.

Legacy Software simply put is the generalised term used for 'old outdated software and systems that are still in use'.

It doesn't mean the software wasn't good in its day, just that it no longer meets the needs of users today. Windows 95 was revolutionary when it was first released in 1995 but now almost 25 years later the same software and operating system no longer meets the needs of the 21st century computing.

At HFX we happen to know a thing or two about legacy software in the workforce management sector, we've developed a few over the last 45 years! It's for that reason we know the importance of updating systems to ensure businesses can meet all their needs and requirements.

Many of us adapt and adopt the latest technology that makes our lives easier, but in business and around our workplaces it can often be a very different story. You may have come to work using your smart phone, but clock in/out using a solution that predated even the first smart phone on the market. Although in many cases legacy software still works, the chances of it meeting the needs of your business today to the same level as when it was first released is slim.

As with many things in society changes happen, from the size of business, to locations and objectives. Businesses continue to evolve and grow both in size and goals. Here at HFX we continue to evolve and grow as a company with the introduction of new rules and regulations such as GDPR - that is the nature of business.

From small companies to large, it is undeniable that all will struggle at some point with legacy systems, even e-commerce Boohoo came out in 2018 stating they still struggle with legacy systems.

While legacy software is the safe option as it's been tried and tested for many years in the business, there are many issues that legacy software may be unable to address. From being unable to meet the evolving requirements of the business, to ECJ rulings and GDPR compliance to the user interface; the gap between what the solution can provide, and the requirements needed change each year. It still does what was required of it 10 or 20 years ago, it just can't handle the evolving requirements that were never considered at the time.

However, the biggest challenge facing legacy software is that of cost. With legacy software becoming increasingly out dated and no longer in production or receiving regular updates, the cost and time involved to maintain the systems will continue to increase. Increasing to the point where it no longer becomes cost effective or feasible to maintain and inevitably faults occur and the system can crash or have serious downtime. Upgrading systems then becomes a top priority in order to meet the business needs.

At HFX, when we talk about legacy software, we look back fondly at our past developments and

technological advancements of a time from Wintime to Etarmis and not to our current and most advanced system yet: Imperago. As a fully SaaS Cloud solution, Imperago offers users the ability to choose a range of modules to fit their specific needs, from T&A through to Rostering and Access Control, as well as providing the ability to fully integrate with all the leading HR solutions. With a cloud-based system using remote servers, updates to software any support can be provided without engineers having to be onsite.

Change is hard, change is difficult, the server in the back office has always been there, but it's not quite the same as it once was, the dust is thick, maintenance is costly and although it's still going it can't quite keep up. It's time to move on and away from the on-premise T&A systems and leave the legacy software behind with a salute for all that it has done and the foundations it laid for all that has come since and all that is still to come.

Legacy Software, we salute you.

Nick Whiteley is CEO at HFX

## NOTES TO EDITORS

### About HFX

Founded over 45 years ago and with over 1,500 customers, HFX has a proven history of developing innovative time management solutions. The latest generation of SaaS Cloud solutions are highly customisable and can be configured to meet exact requirements, can support unlimited numbers of work patterns and provide seamless integration with all major HR and payroll systems.

The HFX solution comprises Time & Attendance, Rostering, Flexitime, Workforce Optimisation, Budgeting & Costing, Job & Task Booking, Access control and Visitors' Registration and fits organisations of all sizes and sectors including manufacturing, public sector, services industry, leisure, construction, retail, contract cleaning, recruitment, logistics and hospitality.

For more information about the HFX Group, please visit HFX (<http://www.hfx.co.uk>)

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